

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="margin-top: 10px;"> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right; margin-top: 10px;"> 555-2019-01273 </div> </div>	
California Department Of Fair Employment & Housing and EEOC <i>State or local Agency, if any</i>			
Name <i>(indicate Mr., Ms., Mrs.)</i> Hon. Charlotte A. Burrows		Home Phone <i>(Incl. Area Code)</i>	Date of Birth
Street Address City, State and ZIP Code 131 M Street, Ne, 4th Fl., Washington, DC 20017			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. <i>(If more than two, list under PARTICULARS below.)</i>			
Name TESLA, INC.		No. Employees, Members 500 or More	Phone No. <i>(Include Area Code)</i>
Street Address City, State and ZIP Code 6800 Dumbarton Circle, Fremont, CA 94555			
Name		No. Employees, Members	Phone No. <i>(Include Area Code)</i>
Street Address City, State and ZIP Code			
DISCRIMINATION BASED ON <i>(Check appropriate box(es).)</i> <div style="display: flex; flex-wrap: wrap; justify-content: space-between; margin-top: 10px;"> <div><input checked="" type="checkbox"/> RACE</div> <div><input type="checkbox"/> COLOR</div> <div><input type="checkbox"/> SEX</div> <div><input type="checkbox"/> RELIGION</div> <div><input type="checkbox"/> NATIONAL ORIGIN</div> <div><input checked="" type="checkbox"/> RETALIATION</div> <div><input type="checkbox"/> AGE</div> <div><input type="checkbox"/> DISABILITY</div> <div><input type="checkbox"/> GENETIC INFORMATION</div> <div><input type="checkbox"/> OTHER <i>(Specify)</i></div> </div>		DATE(S) DISCRIMINATION TOOK PLACE <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <div> Earliest 05-29-2015 </div> <div> Latest 05-28-2019 </div> </div> <div style="margin-top: 10px;"> <input checked="" type="checkbox"/> CONTINUING ACTION </div>	
THE PARTICULARS ARE <i>(If additional paper is needed, attach extra sheet(s))</i> : Please See Attached.			

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – <i>When necessary for State and Local Agency Requirements</i>
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT
<div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div>_____</div> <div>_____</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div><i>Date</i></div> <div><i>Charging Party Signature</i></div> </div>	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i>



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

RECEIVED
MAY 28 2019
EEOC - OLO

COMMISSIONER'S CHARGE

Pursuant to authority contained in Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. (Title VII), I issue this Commissioner's charge against the following entity:

Tesla, Inc.
6800 Dumbarton Circle
Fremont, CA 94555

I believe that the above-named employer is within the jurisdiction of the United States Equal Employment Opportunity Commission. I further believe that, since at least May 29, 2015, this employer may have violated, and may continue to violate, Title VII of the Civil Rights Act of 1964, as amended, by discriminating against employees based on their race (black) and retaliating against employees for engaging in protected activity.

Specifically, the unlawful discrimination practices include, but are not limited to:

Subjecting black employees to an unlawful hostile work environment created by racial harassment, intimidation, and discriminatory treatment because of their race; and,

Retaliating against employees for complaining about or expressing opposition to racial harassment and race-based discrimination they experienced or observed.

The aggrieved persons include all individuals who have been, continue to be, or will be adversely affected in the future by the unlawful employment practices set forth in this charge.

I, Charlotte A. Burrows, declare under penalty of perjury, that the foregoing is, to the best of my knowledge and belief, true and correct.

Executed on this 28th day of May 2019.

A handwritten signature in black ink, appearing to read "Charlotte A. Burrows", is written over a horizontal line.

Charlotte A. Burrows
Commissioner
U.S. Equal Employment Opportunity Commission